

National Labor Relations Board
OFFICE OF THE GENERAL COUNSEL
Advice Memorandum

DATE: September 16, 1998

TO: Dorothy More-Duncan, Regional Director, Region 4

FROM: Barry J. Kearney, Associate General Counsel, Division of Advice

SUBJECT: Metro Networks, Inc., Case 4-CA-26812

512-5081, 524-3301, 524-3325-9200, 596-2801-4000, 596-2801-7500

By Advice Memorandum dated September 10, 1998, we concluded that the Employer did not violate Section 8(a)(1) and (4) by proffering to two discharged employees a monetary severance agreement conditioned on their assent to certain broad restrictions on disclosing information and/or rendering assistance to others in connection with their employment or the adjustment of the discharge disputes. The 8(a)(1) violation was alleged in the instant charge and the 8(a)(4) violation was alleged in the Union's June 16, 1998 charge. For the reasons stated in the September 10 Memorandum, we further conclude that the proffer of the severance agreements also did not violate Section 8(a)(3) as alleged herein.

B.J.K.